

TEACHERS' PENSION FUND (IRELAND).

REPORT

ON THE

VALUATION OF THE TEACHERS' PENSION FUND (IRELAND)

ON THE

31st DECEMBER, 1900.

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Presented to House of Commons by Command of His Majesty.

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# TEACHERS' PENSION FUND (IRELAND).

## Report on the Valuation of the Teachers' Pension Fund (Ireland) on the 31st December 1900.

### RETROSPECT.

1.—As a convenient résumé of the history of the Fund, I quote the first few paragraphs of my Third Quinquennial Report.

1. Previously to 1879 there had not been compulsory retirement for Teachers, many of whom served to great ages; but on the annual votes provision was made for gratuities which certain Teachers of long service might claim. When the Teachers' Pension Fund commenced work, these gratuities amounted to about £7,200 a year; and the amount would apparently have gradually risen to a sum considerably higher. This has been practically extinguished by the operation of the Fund: so that if it be regarded as a perpetuity of £10,000, a capital of about £360,000\* has been saved.

2. In 1878, the Treasury desired to make some provision of Pensions for superannuated Teachers, the Teachers contributing a portion of the cost. Calculations were called for; but the first difficulty felt was the absence of statistics showing the value and conditions of the lives of Teachers. A careful investigation was made on the best data available. The career, while in the service, of every Teacher who had been serving in the year 1843, or who had subsequently been appointed, was traced down to the year 1878. It was found from the experience given by 31,746 Teachers that, while there had been but a small mortality in the service, there had been a great amount of withdrawal—whether voluntary or on dismissal.

The cost of any Pension Scheme depended very largely on the degree to which this secession might be continued; and there were no data from which a conclusion could be formed, as the existence of prospective pensions would naturally affect the ratio of withdrawal.

3. Two calculations of normal cost were made; one, as a maximum, on the basis that withdrawal took no effect. This showed a net charge of £1,670,373. The other calculation was a minimum—on the basis that withdrawal would continue at the same ratio as theretofore. This gave a net charge of £811,917.

The conditions of these estimates were that Teachers were to be appointed at the youngest permitted ages; that retirement was to be compulsory at 53 years of age for males and 60 years for females; that Teachers were to pay one-fourth part of the cost; and that the pensions were to be at rates corresponding to two-thirds of the then average emoluments from all sources of the several classes; and that money was to be reckoned at 3 per cent.

4. In the absence of any real knowledge as to how the Scheme would work, the Treasury took a liberal mean between the maximum and minimum estimates, and assigned a capital of £1,300,000 out of the Irish Church Surplus. This capital was secured by the Act 42 and 43 Vic, cap. 74; and as long as the money remained unpaid it was to bear interest at 3 per cent. The whole of this capital is still unpaid.

\* With money, as now taken, at  $2\frac{1}{2}$  per cent, this would have been £400,000.

5. When the calculations were made the number of Classed Teachers stood as follows:—

	Males.	Females.
Class I., . . . . .	135	115
" II., . . . . .	397	307
" III., . . . . .	1,708	1,467
" IV., . . . . .	2,939	3,401
	5,199	5,290
	10,489	

It was stated at the time by the authorities at the National Education Office that these numbers might be taken as fairly normal, and that there was little probability of any material change.

7. In 1885, after five years' working, a valuation of the Fund was made on the basis of the experience as to withdrawal which those five years had afforded. It was found that, after allowing on that basis for all probable charges, there was a surplus of £196,587. Had the action of the succeeding years been foreseen, I should not have advised any appropriation of that surplus. However, on the basis taken, it existed; and as the Treasury desired the whole Fund to be administered so as to benefit the Teachers to the utmost, steps were taken to dispose of it. Small sums were appropriated to clearing away some obvious inconsistencies which had come to light as the Fund worked; but the bulk of the surplus was devoted to making service count, as well as age, in fixing a Teacher's pension. This was a measure for which the Commissioners of National Education and the Teachers themselves had seriously pressed. It was a factor the effect of which was difficult in the extreme to estimate; and I am inclined to think it operates more severely than was anticipated. What remained of the estimated surplus was devoted to reducing slightly the premiums paid by Male Teachers.

8. In 1885 difficulties began to appear: though we could not foresee the dimensions they would later assume. Of course, all the calculations depended on the numbers in the several classes being fairly well maintained, and on the total number of Teachers not being exceeded. The Act provides for the following establishment as a maximum:—

	Males.	Females.
Class I., . . . . .	150	130
Class II., . . . . .	410	350
Class III., . . . . .	1,850	1,550
Class IV., . . . . .	3,890	3,370
	5,300	5,400
	10,700	

2.—In my report for 1885 (as subsequently in those for 1886, 1887, and 1889) I drew attention to the danger to the Fund which would arise from the fact that, under some new arrangements of the Commissioners, the numbers of Teachers in the upper classes were being rapidly augmented at the expense of the lowest class. The

degree to which this cause of our difficulties has worked is shown in the following Table :—

Numbers of Teachers serving in each Class at the end of each of the following years :—

YEAR.	Male Teachers.					Female Teachers.				
	Class I.	Class II.	Class III.	Class IV.	Total.	Class I.	Class II.	Class III.	Class IV.	Total.
Establishment under the Act.	150	410	1,850	2,890	5,300	130	350	1,550	3,270	5,400
1880. . . . .	135	407	1,759	2,769	5,160	123	371	1,502	3,165	5,279
1885. . . . .	183	456	2,107	2,556	5,302	138	429	1,891	3,506	5,364
1890. . . . .	367	588	2,309	2,052	5,406	281	518	2,256	2,551	5,566
1894. . . . .	474	783	2,539	1,813	5,609	396	537	2,496	2,493	5,922
1900. . . . .	523	953	2,982	1,989	5,745	419	644	1,980	3,082	6,125

3.—It is not necessary that I should repeat the arguments which follow, in my Third Quinquennial Report, to prove the disastrous effect on the Teachers' Pension Fund of this augmentation of the upper at the expense of the lower classes of Teachers. Suffice it to say, that in my report to the 31st December 1890, I had to point to a deficit in capital of £195,965. In 1895, from the same causes, the deficit had increased to a sum which depended on doubtful conditions as regarded future Teachers; but which was treated by a Committee which sat in 1896 as amounting to £1,200,000.

4.—The Lords Commissioners of His Majesty's Treasury adopted the recommendations of the Committee of 1896; and the changes took effect from the 1st January 1898. The changes may be summed up as follows :—

- (1.) The Fund was to be divided into two parts. First, the Teachers' Contribution Account, consisting of the premiums paid by the Teachers, with, as regards the past, some aid from the State. This account was to bear one-fourth part of the charge for Pensions. Second, the Endowment Account, comprising the £1,300,000 granted by the Act of 1879, with its accumulations, and any subsequent grants by Parliament which were not specifically applied to the Teachers' Contribution Account. The Endowment Account bears three-fourths of the charge for Pensions, &c.
- (2.) Pensions of the 1st Class (viz., £88 for Male Teachers and £63 for Female Teachers) were abolished prospectively for all Teachers, except those who had already attained the class *educationally*.
- (3.) The Contributions [premiums] of the Teachers of all classes were considerably augmented.
- (4.) All restrictions on the numbers in the several classes and on the total number were abolished.
- (5.) An annual vote of money was to be made in aid of the Fund. £18,000 ~~has~~ since been voted in each year.

5.—Of the new Rules, Nos. (2) and (3) would in their result benefit the Fund, while No. (4) had the contrary effect.

The general result, roughly stated, of the new Rules, is to at least double the net premium income of the Fund—equivalent to an increase of capital of, perhaps, £900,000; to save prospectively pensions of £28 a year on Male Teachers and £16 a year on Female Teachers for the small proportion who reach the 1st division of the 1st class, and to give an annual subvention to the Fund. That subvention has, with other grants, amounted up to 31st December 1900 to £167,434; of which £95,434 has been applied to the Teachers' Contribution Account, and £72,000 to the Endowment Account. How far its future payment can be reckoned as capital is uncertain.

Per contra, the number of beneficiaries of the Pension Fund has been raised from 10,700 to 11,872—say, by 11 per cent.; while every Teacher in an upper class (excepting the first section of the 1st class) is enabled to claim its pension, whereas only those whose age enabled them to succeed to the establishment of their upper class could previously claim it.

On the whole, it is not at present possible to say how far the new Rules go towards extinguishing the deficit; but they certainly do not completely extinguish it.

6. The effect of the abolition of the limit of numbers in the classes has thus far been as follows:—

Class.	No. provided in Act of 1878.	No. on 31st December, 1900.	Increase in Class.	Decrease in Class.
<b>MALES—</b>				
1st Class, 1st Division, . . .	150	156	6†	—
1st Class, 2nd Division, . . .	410	1,321	911	—
II. Class, . . . . .	1,850	2,282	432	—
III. Class, . . . . .	2,890	1,989	—	901
Total, . . . . .	5,300*	5,748*	478	—
<b>FEMALES—</b>				
1st Class, 1st Division, . . .	150	142	12†	—
1st Class, 2nd Division, . . .	350	921	571	—
II. Class, . . . . .	1,550	1,980	430	—
III. Class, . . . . .	8,370	3,082	—	288
Total, . . . . .	5,400*	6,125*	725	—

\* Exclusive of 28 Males and 72 Females serving in 1879 who had refused to join the Pension Scheme.

† Only a nominal increase—as these are Teachers allowed to serve on instead of being placed on pension. In the valuation, they are treated as on pension.

7. There were on the 31st December last on Pension 804 Male and 683 Female Teachers, whose Pensions amounted yearly to £80,874 and £19,825 respectively. [For details see Appendix].

8. The new Rules have abolished all limits of age as regards entry, and as regards returning to the service after absence. These are both sources of increased expense.

9. The experience of the past twenty-one years has been taken as the guide for death, disablement, and tendency to resign, go on pension, and be promoted in each of the 8 classes (i.e., 4 classes of each sex).

10. The following is the result of the calculation as regards Existing Teachers:

	Teachers' Contributions Account.	Redemption Account.
	£	£
Present Value of Pensions now in course of Payment, . . . . .	126,951	336,765
Present Value of Future Pensions, . . . . .	504,307	1,482,298
Present Value of Future Payments for Disablement as regards Premiums not yet paid . . . . .	—	35,919
Present Value of Return for Disablement, Death, or Resignation, of Premiums already paid, . . . . .	46,985	66,233
	678,243	1,921,215
Present Value of Net Future Contributions by Teachers, . . . . .	271,916	—
	406,327	1,921,215
The Sums on the 31st December 1900, at the Credit of the respective Accounts were, . . . . .	223,447	1,798,653
Deficit, . . . . .	182,880	122,562

\* Provided for in calculating the Net Premiums payable by Teachers.

Details of the liabilities and assets by sexes and classes, and also of the Contribution and Endowment Accounts are shown in the Appendix.

11. Turning to the provision for the future for all time, it is difficult to estimate for what classes capital must be taken, as all restriction upon numbers has been abolished. I have assumed that the total number of Teachers will remain as at present, and that the tendency to resign, retire, die, or be promoted will be the same as has on the average obtained during the twenty years ended on the 31st December 1899. This gives the following forecast of the numbers which, with the present total, the respective classes may be expected ultimately to reach :—

	Males.	Females.
Class I <sup>1</sup> , . . .	1,035	860
" I <sup>2</sup> , . . .	1,492	1,048
" II., . . .	2,109	2,378
" III., . . .	1,140	1,911
	5,776	6,197

The Teachers of Classes 1<sup>1</sup> and 1<sup>2</sup> are to have the same pensions; but they have to be treated separately, as the conditions of existence are not the same in the two Classes. Under the present Education Regulations the Third Class in each sex will ultimately contain only Assistant Teachers.

12. The following is my estimate of the sum required to maintain the Fund in perpetuity, money being taken as producing 2½ per cent. per annum :—

	Teachers' Contribution Account.	Endowment Account.
	£	£
Present Value of Pensions on Superannuation, . . . . .	321,050	963,150
Present Value of Payments for Disablement, . . . . .	—	168,084
	321,050	1,131,234
Present Value of the Net Contributions of Future Teachers, . . . . .	343,010	—
Present Value of the Annual Vote of £18,000 in perpetuity, . . . . .	—	720,000
Net Surplus, . . . . .	21,960	—
Net Deficiency, . . . . .	—	411,234

13. There is an asset, of which the value may be disputed, for the Endowment Account. So long as the capital of £1,300,000, secured by the Act of 1879 from the Irish Church Surplus, remains unpaid, interest is payable at 3 per cent. This gives £6,500 a year more than if the interest were only at 2½ per cent. at which this valuation is made. Capitalized as a perpetuity the value of this additional interest would be £260,000. If the Land Commissioners can raise £1,300,000 at less than 3 per cent., the debt may be redeemed; but such a result does not seem very probable. If the additional per-centage be regarded as being of one-half the value of a perpetuity, the sum in aid of the Endowment Fund could be taken as £130,000.

If this be deducted from the £411,234 shown in section 11, there remains, as regards future and existing Teachers, a deficit of—

	Contribution Assessed	Endowment Assessed
	£	£
Existing Teachers, Deficit, . . .	182,880	122,562
Future Teachers { Surplus, . . .	21,960	—
{ Deficit, . . .	—	281,234
	160,920	403,796
	£564,716	

14. To extinguish this total prospective deficit it would be necessary to raise the annual subsidy (as a perpetuity) from £18,000 to £32,118. When, however, it is considered that the deficiency can only be felt very many years—possibly centuries—hence, it seems needless to take any steps at present.

Change of circumstances affecting the service of Teachers, may arise—indeed are rumoured to be intended—which will prevent so great an increase in the proportion of the upper classes as is contemplated in this Report; or the total number of Teachers may decrease. In either case the Fund would be in a better position in both accounts.

I submit, therefore, that it will suffice for the present to continue the grant of £18,000 a year, and to watch carefully, at successive periods of five years, the progress of the Fund.

DENHAM ROBINSON,

25th April, 1901.

Actuary.



## APPENDIX I.

Capital of the Teachers' Pension Fund on the 31st December, 1950.

	Teachers' Contribution Account.	Endowment Account.
	£	£
Due from the Irish Land Commissioners under the Act 42 and 43 Vict., cap. 74, . . . . .	—	1,300,000
£304,618 19s. 11d. in 2½ Consols, at 97½, . . . . .	—	199,504
£34,336 7s. 5d. in 2½ Consols, at 97½, . . . . .	33,478	—
£305,180 Guaranteed Land Stock, at 97½, . . . . .	—	297,521
£194,840 Guaranteed Land Stock, at 97½, . . . . .	189,980	—
Cash in hands of Paymaster-General, . . . . .	—	1,518
	223,447	1,798,553

## APPENDIX II.

Present Value of Prospective Liabilities and Receipts on account of Teachers

	Teachers' Contributions			
	Liabilities.			
	Males.		Females.	
	£	£	£	£
Pensions payable 31st December, 1900, . . . . .	73,248	73,248	53,703	53,703
Present Value of Future Pensions :—				
Class I., . . . . .	18,741		16,217	
Class II., . . . . .	68,634		55,764	
Class III., . . . . .	102,725		81,476	
Class III., . . . . .	61,033		81,222	
Model Schools (additional to ordinary payments), . . . . .	5,977		9,337	
Teachers out of Service who may return, . . . . .	1,652		1,359	
		258,952		245,345
Present Value of Future Charge for Disablement so far as Future Premiums are concerned :—				
Class I., . . . . .	—	—	—	—
Class II., . . . . .	—	*	—	*
Class III., . . . . .	—	—	—	—
Present Value of Prospective Returns of Premiums now in hand :—				
Class I., . . . . .	2,088		1,195	
Class II., . . . . .	7,855		5,463	
Class III., . . . . .	9,850		7,719	
Class III., . . . . .	4,786		8,029	
		24,579		23,406
Present Value of Net Future Contributions by Teachers :—				
Class I., . . . . .	—	—	—	—
Class II., . . . . .	—	—	—	—
Class III., . . . . .	—	—	—	—
Class III., . . . . .	—	—	—	—
Model Schools (additional), . . . . .	—	—	—	—
	—	356,789	—	321,454

\* Provided for, as regards Teachers' Contribution Account.

## APPENDIX III.

Prospective Liabilities and Assets

	Teachers' Contributions			
	Liabilities.			
	Males.		Females.	
	£	£	£	£
Present Value of Pensions in perpetuity :—				
Class I., . . . . .	95,690		32,060	
Class II., . . . . .	49,040		45,330	
Class III., . . . . .	11,140		26,790	
		155,870		165,180
Present Value of Payments for Disablement in perpetuity :—				
Class I., . . . . .	—	—	—	—
Class II., . . . . .	—	—	—	—
Class III., . . . . .	—	—	—	—
Present Value of Teachers' Net Contributions in perpetuity :—				
Class I. (premiums on promotion), . . . . .	—	—	—	—
Class II. (premiums on promotion), . . . . .	—	—	—	—
Class III., . . . . .	—	—	—	—
	—	155,870	—	165,180

## APPENDIX II.

existing (whether in service or on pension) on the 31st December, 1900.

Assets.				Endowment Assets.			
Assets.				Liabilities.			
Males.		Females.		Males.		Females.	
£	£	£	£	£	£	£	£
—	—	—	—	194,306	194,306	142,439	142,439
—	—	—	—	56,323	—	48,681	—
—	—	—	—	206,501	—	167,298	—
—	—	—	—	808,174	—	244,430	—
—	—	—	—	183,100	—	243,665	—
—	—	—	—	5,978	—	9,337	—
—	—	—	—	4,958	764,954	3,988	717,364
—	—	—	—	8,070	—	6,792	—
—	—	—	—	2,757	—	8,239	—
—	—	—	—	3,951	14,778	6,610	21,141
—	—	—	—	2,645	—	2,085	—
—	—	—	—	11,611	—	11,507	—
—	—	—	—	12,402	—	13,424	—
—	—	—	—	4,420	30,978	8,428	35,255
5,808	—	5,308	—	—	—	—	—
44,008	—	34,182	—	—	—	—	—
50,344	—	48,847	—	—	—	—	—
29,034	—	48,361	—	—	—	—	—
2,408	—	3,916	—	—	—	—	—
—	131,602	—	140,314	—	—	—	—
—	131,602	—	140,314	—	1,004,996	—	916,219

by a reduction in the sum to be received for pensions.

## APPENDIX III.

for Future Teachers in Perpetuity.

Assets.				Endowment Assets.			
Assets.				Liabilities.			
Males.		Females.		Males.		Females.	
£	£	£	£	£	£	£	£
—	—	—	—	287,070	—	276,180	—
—	—	—	—	147,120	—	138,990	—
—	—	—	—	33,420	467,610	80,370	496,540
—	—	—	—	38,970	—	49,260	—
—	—	—	—	19,299	65,129	38,310	104,968
—	—	—	—	4,660	—	17,368	—
26,240	—	34,900	—	—	—	—	—
37,640	—	40,700	—	—	—	—	—
78,230	—	135,900	—	—	—	—	—
—	132,110	—	210,900	—	—	—	—
—	132,110	—	210,900	—	530,739	—	600,498

## APPENDIX IV.

Approximate accumulated amount of Premiums now in hand, paid by Teachers who are still serving.

Present Age of Teachers.	Male Teachers.				Female Teachers.			
	Class I.	Class II.	Class III.	Class IV.	Class I.	Class II.	Class III.	Class IV.
	£	£	£	£	£	£	£	£
64	—	159	297	121	—	—	—	—
63	275	115	315	144	—	—	—	—
62	55	197	603	253	—	—	—	—
61	482	269	472	339	—	—	—	—
60	409	388	812	430	—	—	—	—
59	434	337	849	273	—	181	321	317
58	232	337	840	510	288	545	839	482
57	274	384	1,090	580	126	497	1,022	518
56	627	345	1,550	495	344	1,094	1,148	567
55	501	258	1,231	652	473	376	1,141	905
54	32	556	1,150	486	692	681	1,262	1,009
53	837	536	1,109	524	183	291	844	777
52	149	297	1,104	437	481	793	1,055	1,010
51	775	501	876	617	402	841	1,812	1,498
50	431	615	804	609	394	800	1,478	1,328
49	216	389	688	642	602	918	950	1,462
48	481	307	770	616	356	546	1,061	1,252
47	237	787	1,039	612	518	915	1,472	1,134
46	198	877	861	532	591	1,048	1,758	1,207
45	380	728	1,032	532	413	744	1,505	1,339
44	351	1,090	1,118	664	419	1,003	1,485	1,264
43	392	958	1,275	474	752	680	1,623	1,181
42	330	1,024	1,028	575	773	1,397	1,343	1,159
41	212	1,577	1,391	577	487	1,687	1,706	987
40	145	1,176	1,401	335	239	1,768	1,464	806
39	87	1,436	1,300	442	219	1,487	1,422	580
38	237	1,398	1,714	503	37	1,328	1,816	603
37	331	1,794	1,262	401	215	1,142	1,681	602
36	58	1,638	1,182	377	51	1,363	1,444	738
35	—	1,587	1,047	274	—	1,234	1,180	648
34	21	1,434	1,080	376	26	1,528	1,154	907
33	—	1,429	922	496	—	966	863	1,084
32	—	1,123	718	527	—	796	888	1,045
31	—	975	857	459	—	312	754	1,013
30	—	751	826	400	—	849	670	1,018
29	—	545	809	460	—	275	496	828
28	—	320	562	502	—	248	389	825
27	—	356	354	442	—	73	399	747
26	—	111	304	477	—	41	303	802
25	—	89	263	420	—	8	230	806
24	—	16	242	301	—	5	200	596
23	—	5	184	385	—	—	132	494
22	—	—	54	206	—	—	68	—
21	—	—	27	—	—	—	16	—
Total,	9,369	28,874	37,094	19,321	9,149	27,889	29,160	33,827.

## APPENDIX V.

Teachers on Pension on the 31st December, 1900.

Age.	Male Teachers.			Female Teachers.		
	No on Pension.	Aggregate Pension.	Estimated Liability.	No on Pension.	Aggregate Pension.	Estimated Liability.
		£	£		£	£
41	1	3	53	—	—	—
42	—	—	—	1	5	30
44	—	—	—	1	4	63
45	—	—	—	1	5	85
46	—	—	—	1	7	116
47	—	—	—	1	8	130
48	1	8	123	1	9	139
50	2	11	145	5	53	550
51	—	—	—	12	177	2,617
52	1	13	186	9	189	2,720
53	1	17	239	23	378	5,313
54	3	62	851	23	422	5,792
55	11	201	2,693	17	850	4,703
56	25	622	8,145	23	459	6,016
57	15	366	4,661	18	503	6,438
58	13	335	4,166	30	638	7,971
59	16	438	5,803	30	901	11,010
60	27	839	9,915	38	1,146	13,640
61	54	1,343	14,320	44	1,424	16,530
62	45	1,370	17,610	45	1,372	16,460
63	30	1,013	11,040	46	1,410	16,300
64	45	1,315	20,310	30	986	10,220
65	51	1,902	19,300	35	1,123	11,130
66	68	2,621	24,750	44	1,365	10,400
67	41	1,739	16,390	24	704	6,356
68	39	1,616	14,580	25	787	6,503
69	37	1,776	15,320	25	982	8,128
70	33	1,414	11,620	25	739	6,843
71	33	1,332	10,420	14	457	3,443
72	29	1,216	9,028	19	545	3,892
73	23	921	6,485	14	447	3,017
74	35	1,856	9,048	11	418	2,624
75	19	813	5,118	11	437	2,562
76	24	974	5,728	7	191	1,086
77	20	805	4,399	6	200	1,086
78	16	787	3,819	5	189	972
79	16	671	3,103	4	213	1,041
80	10	450	1,817	7	302	1,409
81	10	463	1,924	2	66	300
82	6	339	1,276	2	111	465
83	8	558	1,801	1	34	136
84	5	216	722	—	—	—
85	3	141	442	1	47	171
86	1	35	103	—	—	—
87	3	133	517	—	—	—
88	1	35	95	—	—	—
90	1	35	84	—	—	—
Total.	804	30,874	267,534	683	19,825	196,163

## APPENDIX VI.

Class I<sup>a</sup>.—Details as to existing Teachers.

Male Teachers.				Age.	Female Teachers.			
No. of Teachers.	Premiums Payable Yearly.	Present Value of Expected Premiums.	Present Value of Future Pensions.		No. of Teachers.	Premiums Payable Yearly.	Present Value of Expected Premiums.	Present Value of Future Pensions.
	£	£	£			£	£	£
—	—	—	—	64	—	—	—	—
4	15-033	42	3,330	63	—	—	—	—
1	—	—	794	62	—	—	—	—
6	84-482	31	4,552	61	—	—	—	—
5	44-558	80	3,621	60	2	—	—	1,500
5	50-418	76	3,458	59	—	—	—	—
3	17-133	55	1,981	58	5	20-900	38	8,207
4	26-786	105	2,530	57	3	10-883	30	1,038
9	42-433	195	5,443	56	4	16-935	60	2,481
8	35-965	185	4,636	55	6	30-832	138	3,583
1	4-716	27	554	54	11	42-783	217	5,968
11	57-264	366	5,834	53	2	8-216	48	1,108
2	11-567	80	1,013	52	6	35-032	229	5,212
13	67-547	507	6,308	51	4	20-384	147	2,065
7	30-099	242	3,264	50	5	19-850	167	2,495
4	21-753	185	1,794	49	8	24-616	209	2,859
9	48-498	436	3,885	48	3	10-356	95	1,365
4	19-265	182	1,663	47	8	24-799	241	2,626
4	17-300	170	1,599	46	7	30-132	309	2,942
7	32-266	330	2,687	45	7	33-682	354	2,824
7	30-616	324	3,522	44	8	28-845	323	2,921
12	51-316	560	4,245	43	11	39-848	467	4,087
7	32-116	362	2,382	42	14	49-630	602	4,588
5	21-248	246	1,634	41	10	41-182	516	3,340
3	14-750	176	944	40	6	25-399	328	1,954
2	9-200	113	607	39	5	19-932	264	1,554
7	30-599	382	2,048	38	1	4-100	55	296
2	9-499	122	553	37	7	25-732	355	1,936
3	12-917	170	817	36	2	4-983	70	3,769
—	—	—	—	35	—	—	—	—
1	4-350	59	254	34	1	4-183	61	248
	775-282	5,808	74,964	—	—	572-862	5,308	64,868

## APPENDIX VI.—continued.

Class I<sup>c</sup>.—Details as to Existing Teachers.

Male Teachers.				Age.	Female Teachers.			
No. of Teachers.	Promotions Payable Yearly.	Present Value of Expected Promotions.	Present Value of Future Pensions.		No. of Teachers.	Promotions Payable Yearly.	Present Value of Expected Promotions.	Present Value of Future Pensions.
	£	£	£			£	£	£
1	—	—	596	64	—	—	—	—
3	8-099	18	1,708	63	—	—	—	—
7	3-667	10	3,791	62	—	—	—	—
7	15-100	13	3,623	61	2	—	—	1,091
7	24-884	43	3,478	80	3	16-616	—	1,478
6	14-315	36	2,387	59	4	7-863	9	2,119
8	35-298	116	3,670	58	6	22-518	43	3,026
10	33-251	133	4,414	57	8	23-081	63	3,860
6	26-599	134	3,390	56	16	53-151	189	7,437
7	26-988	144	2,848	55	6	17-900	77	2,677
13	39-349	234	5,066	54	10	36-249	186	4,300
16	48-354	318	5,500	53	9	12-732	74	2,674
9	32-747	224	3,208	52	15	53-617	380	6,018
14	50-664	389	4,789	51	14	54-446	394	5,418
16	49-614	409	5,258	50	17	59-253	467	6,354
10	29-781	261	3,031	49	18	67-232	571	6,354
9	29-816	277	2,740	48	13	50-265	458	4,445
24	72-961	705	7,001	47	20	70-431	680	6,464
20	60-330	609	5,598	46	29	95-160	970	8,948
23	69-247	725	6,048	45	19	63-030	652	5,636
33	100-058	1,070	8,422	44	26	86-243	969	7,292
33	98-708	1,684	8,043	43	19	60-947	707	5,364
35	104-963	1,201	8,152	42	35	113-530	1,362	9,163
58	167-875	1,936	12,894	41	48	132-425	1,528	10,828
45	128-726	1,527	9,667	40	51	155-792	1,995	11,978
59	168-201	2,067	12,248	39	49	150-277	1,982	11,284
61	173-289	2,169	12,115	38	48	151-325	2,049	10,686
78	214-461	2,730	14,579	37	43	128-345	1,780	8,887
80	217-340	2,832	14,703	36	53	154-494	2,121	10,710
82	226-973	2,968	14,568	35	55	157-923	2,784	10,436
83	230-604	3,078	14,196	34	67	193-209	2,824	12,598
88	241-944	3,253	14,465	33	50	145-721	2,187	9,070
76	208-010	2,829	12,005	32	51	144-158	2,141	8,704
70	189-991	2,607	10,744	31	27	78-614	1,138	8,419
83	185-821	2,275	9,258	30	20	79-195	1,179	4,492
54	138-434	1,898	7,376	29	23	59-750	887	3,319
34	86-691	1,182	4,561	28	17	44-680	657	2,370
36	90-329	1,227	4,563	27	14	37-266	536	1,892
20	48-128	651	2,381	26	7	17-332	246	641
12	28-183	380	1,393	25	2	4-949	69	235
5	10-249	137	552	24	5	12-098	166	573
3	5-684	74	315	23	1	2-418	33	104
	3,719-615	44,008	275,335	—	—	2,813-147	34,182	223,057

## APPENDIX VI.—continued.

## Class II.—Details as to Existing Teachers.

Male Teachers.				Age.	Female Teachers.			
No. of Teachers.	Emoluments Payable Yearly.	Pension Value of Expected Pension.	Present Value of Future Pension.		No. of Teachers.	Emoluments Payable Yearly.	Pension Value of Expected Pension.	Present Value of Future Pension.
	£	£	£			£	£	£
1	—	—	467	65	—	—	—	—
13	9-900	10	5,914	64	—	—	—	—
11	17-231	39	4,750	63	—	—	—	—
19	26-216	75	7,787	62	—	—	—	—
16	30-014	26	6,346	61	—	—	—	—
30	64-615	109	11,320	60	8	—	—	3,338
29	67-209	165	10,410	59	11	15-798	13	4,207
33	66-079	211	11,390	58	24	48-828	91	8,760
37	76-664	299	12,260	57	29	62-179	171	10,150
52	190-312	549	18,770	56	28	71-679	253	9,439
42	90-597	471	13,130	55	33	62-577	277	10,350
46	93-343	542	13,480	54	38	78-660	408	11,800
45	85-526	547	12,600	53	37	49-480	299	7,834
43	83-108	612	11,500	52	32	64-828	434	9,016
36	59-294	521	9,230	51	53	101-908	753	14,300
34	66-046	531	8,318	50	50	97-392	784	13,050
29	57-030	486	6,864	49	39	61-546	537	7,962
32	64-913	583	7,286	48	33	68-016	632	7,836
45	93-014	874	9,806	47	48	93-229	923	10,820
36	75-580	741	7,923	46	58	117-540	1,238	12,500
42	83-128	847	8,422	45	51	99-793	1,072	10,480
50	96-910	1,027	9,721	44	51	95-976	1,115	9,883
43	106-709	1,167	9,856	43	57	112-355	1,361	10,660
46	90-339	1,023	8,268	42	49	100-153	1,260	8,842
63	123-291	1,457	10,880	41	66	129-542	1,681	10,920
66	128-575	1,545	10,900	40	63	124-234	1,678	9,781
66	133-809	1,553	10,590	39	59	114-732	1,597	8,598
93	124-178	2,345	14,430	38	80	162-342	2,323	11,610
71	135-803	1,783	10,590	37	83	158-367	2,327	11,040
74	143-976	1,943	10,730	36	79	157-746	2,365	9,917
71	133-340	1,918	9,984	35	63	131-969	2,017	7,870
77	152-773	2,166	10,580	34	77	150-755	2,362	9,147
74	143-266	2,120	9,865	33	64	128-422	2,011	7,291
65	127-870	1,884	8,412	32	75	145-518	2,350	8,333
82	157-884	2,331	10,340	31	66	128,411	2,097	7,191
90	171-466	2,634	10,950	30	65	126-652	2,087	6,888
66	120-072	1,872	7,727	29	57	108-738	1,789	5,635
74	154-743	2,434	9,818	28	57	107-472	1,769	5,656
57	101-726	1,615	6,261	27	59	109-892	1,791	5,500
58	97-668	1,575	6,173	26	55	98-680	1,596	4,831
75	122-409	1,972	7,615	25	58	92-618	1,479	4,441
76	118-537	1,906	7,372	24	52	88-499	1,387	4,071
63	91-674	1,475	5,789	23	41	89-839	1,078	3,129
47	66-881	1,038	4,075	22	29	48-315	734	2,088
27	37-129	574	2,161	21	14	22-898	344	972
9	11-714	618	650	20	5	4-899	72	198
—	—	—	—	19	—	—	—	—
—	—	—	—	18	—	—	—	—
—	4,505-813	50,344	410,899	—	—	3,808-128	48,547	325,906



## APPENDIX VI.—continued.

Class III.—Details as to Existing Teachers.

Male Teachers.				Age.	Female Teachers.			
No. of Teachers.	Premiums Payable Yearly.	Present Value of Expected Premiums.	Present Value of Future Premiums.		No. of Teachers.	Premiums Payable Yearly.	Present Value of Expected Premiums.	Present Value of Future Premiums.
	£	£	£			£	£	£
1	—	—	385	65	—	—	—	—
8	3-416	3	2,783	64	—	—	—	—
6	8-249	16	1,986	63	—	—	—	—
14	12-600	35	4,403	62	—	—	—	—
19	24-498	22	5,690	61	1	—	—	290
21	29-114	49	6,009	60	4	—	—	1,191
16	19-981	49	4,112	59	13	16-663	16	3,867
27	38-049	122	7,103	58	19	25-748	48	5,156
32	44-630	174	8,095	57	21	29-215	79	5,430
27	37-613	172	6,569	56	24	32-381	113	5,935
36	49-612	232	8,191	55	28	51-442	219	9,033
28	37-997	231	6,284	54	42	28-928	293	8,607
29	39-497	252	6,229	53	29	30-180	325	8,407
24	32-346	224	4,922	52	43	56-996	360	8,194
34	45-430	329	6,679	51	63	88-924	629	13,030
33	42-863	340	6,218	50	58	76-342	600	11,600
38	51-547	433	6,593	49	67	86-841	734	12,630
37	47-763	422	6,407	48	58	74-941	677	10,650
35	46-178	428	5,815	47	54	70-242	673	9,604
32	41-866	401	5,088	46	56	75-325	708	8,432
31	41-431	410	4,715	45	65	82-874	867	10,470
33	50-920	521	5,534	44	59	78-310	860	9,109
28	37-032	389	3,901	43	57	72-306	825	8,429
37	48-246	523	4,937	42	58	81-590	962	8,230
36	47-763	520	4,590	41	50	65-976	806	6,759
22	29-480	336	2,690	40	47	64-999	822	6,092
29	37-446	440	3,414	39	36	51-011	662	4,476
19	24-798	301	2,153	38	39	55-928	743	4,323
32	43-746	342	3,501	37	38	52-844	718	4,298
30	40-813	320	3,177	36	54	72-956	1,015	5,821
26	36-047	470	2,668	35	51	70-708	998	5,232
35	47-228	629	3,486	34	75	101-057	1,480	7,398
46	63-143	855	4,453	33	99	131-634	1,914	9,185
55	75-692	1,037	5,170	32	94	123-962	1,813	8,271
56	76-275	1,064	5,118	31	105	131-151	1,936	8,746
59	80-806	1,127	5,264	30	117	155-393	2,254	9,285
62	85-340	1,202	5,493	29	113	151-912	2,185	8,341
75	102-908	1,434	6,406	28	122	162-444	2,363	8,443
80	106-456	1,488	6,704	27	126	168-635	2,285	8,304
98	129-090	1,804	8,056	26	176	222-437	3,087	10,610
91	111-892	1,593	7,298	25	198	256-038	3,351	11,560
96	114-282	1,587	7,459	24	169	214-012	2,791	9,348
163	170-553	2,729	11,440	23	177	218-898	2,894	9,754
107	113-539	1,536	7,491	22	154	185-650	2,417	8,285
79	81-745	1,038	6,125	21	117	137-602	1,765	8,102
45	46-406	541	2,680	20	65	75-386	925	3,210
23	32-873	245	1,233	19	23	29-288	334	1,178
4	3-932	203	194	18	5	5-680	57	202
	2,524-321	29,084	244,133			4,012-739	48,261	324,887

## APPENDIX VI.—continued

Model Schools.—Details as to Existing Teachers.

Male Teachers.				Age.	Female Teachers.			
No. of Teachers.	Additional Premiums Payable Yearly.	Present Value of Expected Additional Premiums.	Present Value of Future Additional Pensions.		No. of Teachers.	Additional Premiums Payable Yearly.	Present Value of Expected Additional Premiums.	Present Value of Future Additional Pensions.
	£	£	£			£	£	£
1	3-533	3	537	64	—	—	—	—
1	2-533	4	292	63	—	—	—	—
2	15-667	43	805	62	—	—	—	—
2	4-783	17	532	61	1	—	—	754
1	2-400	12	390	60	—	—	—	—
2	10-716	56	708	59	—	—	—	—
—	—	—	—	58	2	8-550	16	903
1	5-583	38	522	57	2	8-216	23	456
2	6-767	51	634	56	4	16-217	60	1,431
—	—	—	—	55	2	7-350	33	692
2	7-766	69	859	54	2	7-700	41	698
4	12-834	125	792	53	3	13-500	84	1,243
1	3-683	28	191	52	1	2-700	19	242
1	3-783	41	185	51	3	15-433	120	844
2	7-000	81	515	50	2	5-400	46	456
1	1-900	23	162	49	5	25-116	231	1,178
1	3-283	49	168	48	3	9-955	99	642
1	8-567	47	162	47	4	16-132	170	899
1	5-900	72	294	46	3	9-299	104	551
2	7-300	105	484	45	1	3-633	42	195
2	7-916	118	469	44	—	—	—	—
2	4-249	66	285	43	3	7-400	97	503
2	2-649	42	182	42	3	16-066	220	640
1	7-800	125	252	41	4	16-717	239	896
—	—	—	—	40	4	12-533	290	920
—	—	—	—	39	1	2-700	42	163
—	—	—	—	38	1	7-367	117	252
2	8-333	153	378	37	1	3-100	51	114
1	1-900	36	109	36	3	15-616	263	624
1	4-300	81	211	35	2	9-883	172	391
2	4-300	85	205	34	5	22-350	391	1,000
2	6-600	152	298	33	2	8-450	155	435
3	11-266	250	462	32	1	3-150	59	147
2	4-400	92	187	31	1	3-400	65	143
2	4-766	101	212	30	1	6-900	136	260
—	—	—	—	29	2	8-333	168	315
—	—	—	—	28	4	17-649	362	681
5	13-017	289	535	27	—	—	—	—
	188-694	2,408	11,955	24	—	317-725	3,916	16,674